

**City of Pleasanton
Benefit Matrix**

Revised 07/1/2014

GROUP	MANAGEMENT/ CONFIDENTIAL	CITY ATTORNEY	PCEA	POA	IAFF Liv/Pleas Fire Consolidation 10/31/98
MOU TERM	NA	Individual contract	4/1/2013 - 3/31/2016	6/1/2011 - 5/31/2014	1/1/2012 - 6/30/2014
SCHEDULED INCREASES	None	None	5/25/2013 - 2% 12/7/2013 - 2% 4/12/2014 - 1% 4/11/2015 - 2%	None	6/9/2012 - 2% salary reinstated
MEDICAL Kaiser, Health Net HMO, Health Net PPO	City pays up to lowest-cost HMO, Family rate. Currently: \$1,872.18	City pays up to lowest-cost HMO, Family rate. Currently: \$1,872.18	City pays up to lowest-cost HMO, Family rate. Currently: \$1,872.18	City pays up to lowest-cost HMO, Family rate. Currently: \$1,872.18	City pays up to lowest-cost HMO, Family rate. Currently: \$1,872.18
DENTAL Delta Dental	City pays up to the Family rate. Currently: \$148.80	City pays up to the Family rate. Currently: \$148.80	City pays up to the Family rate. Currently: \$148.80	City pays up to the Family rate. Currently: \$148.80	City pays up to the Family rate. Currently: \$148.80
VISION VSP	Employees enrolled on City's Kaiser Medical Plan not eligible (Kaiser has vision benefit included). City pays up to the Family rate. Currently: \$22.80	Employees enrolled on City's Kaiser Medical Plan not eligible (Kaiser has vision benefit included). City pays up to the Family rate. Currently: \$22.80	Employees enrolled on City's Kaiser Medical Plan not eligible (Kaiser has vision benefit included). City pays up to the Family rate. Currently: \$22.80	Employees enrolled on City's Kaiser Medical Plan not eligible (Kaiser has vision benefit included). City pays up to the Family rate. Currently: \$22.80	City pays up to the Family rate. Currently: \$22.80
LIFE + AD&D ING	City-paid, \$0.123 per \$1,000. Basic Life plan of 2x annual salary to a max of \$100,000. Employee-paid Supplemental Life, including Spouse and Child(ren) available.	City-paid, \$0.123 per \$1,000. Basic Life plan of \$300,000. Employee-paid Supplemental Life, including Spouse and Child(ren) available.	City-paid, \$0.123 per \$1,000. Basic Life plan of: FT - \$35,000 PT (75%) - \$26,250 PT (50%) - \$17,500 Employee-paid Supplemental Life, including Spouse and Child(ren) available.	City-paid, \$0.123 per \$1,000. Basic Life plan of \$50,000. Employee-paid Supplemental Life, including Spouse and Child(ren) available.	City-paid, \$0.123 per \$1,000. Basic Life plan of \$50,000. Employee-paid Supplemental Life, including Spouse and Child(ren) available.
LONG-TERM DISABILITY	Through ING. MANAGEMENT GROUP: Employee pays pre-tax, \$0.230 per \$100 of salary Benefit pays 60% of monthly salary to a max of \$10,000 CONFIDENTIAL GROUP: City-paid, \$0.230 per \$100 of salary Benefit pays 60% of monthly salary to a max of \$6,500	Through ING. Employee pays pre-tax, \$0.230 per \$100 of salary Benefit pays 60% of monthly salary to a max of \$10,000	Through ING. City-paid, \$0.346 per \$100 of salary Benefit pays 60% of monthly salary to a max of \$6,500	Through PORAC. City-paid, \$19.50.	Through IAFF. City-paid, \$19.50.

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SHORT-TERM DISABILITY ING	MANAGEMENT GROUP: Employee pays pre-tax, \$0.063 per \$10 of salary Benefit pays 60% of weekly salary to a max of \$2,500 CONFIDENTIAL GROUP: City-paid, \$0.063 per \$10 of salary Benefit pays 60% of weekly salary to a max of \$1,500	Employee pays pre-tax, \$0.063 per \$10 of salary Benefit pays 60% of weekly salary to a max of \$2,500	City-paid, \$0.072 per \$10 of salary Benefit pays 60% of weekly salary to a max of \$1,500	NA	NA
CAFETERIA PLAN	NA	NA	NA	NA	Employee may opt out of medical and/or vision and received a credit towards voluntary benefits or cash as follows: Apply towards pre-tax vol. benefits: \$703.82 (medical) \$9.90 (vision) Apply towards post-tax vol. benefits or cash: Amounts above at \$0.35 on the dollar.
EMPLOYEE ASSISTANCE PROGRAM MHN	City-paid - \$4.90	City-paid - \$4.90	City-paid - \$4.90	City-paid - \$4.90	City-paid - \$4.90
CalPERS "CLASSIC" MISCELLANEOUS MEMBERS	2.7% @ 55 Employer Rate: 0% (pre-paid) Member Rate: 8% MANAGEMENT GROUP: Employees pay 8% Member Rate (pre-tax). CONFIDENTIAL GROUP: Employees pay 8% Member Rate (pre-tax)	2.7% @ 55 Employer Rate: 0% (pre-paid) Member Rate: 8% Employees pay 8% Member Rate (pre-tax).	2.7% @ 55 Employer Rate: 0% (pre-paid) Member Rate: 8% Employees pay 8% Member Rate (pre-tax).	NA	NA

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CalPERS "NEW" MISCELLANEOUS MEMBERS (PEPRA)	2% @ 62 Employer Rate: 0% (pre-paid) Member Rate: 6.25% MANAGEMENT GROUP: Employees pay 6.25% Member Rate (pre-tax). CONFIDENTIAL GROUP: Employees pay 6.25% Member Rate (pre-tax).	2% @ 62 Employer Rate: 0% (pre-paid) Member Rate: 6.25% Employees pay 6.25% Member Rate (pre-tax).	2% @ 62 Employer Rate: 0% (pre-paid) Member Rate: 6.25% Employees pay 6.25% Member Rate (pre-tax).	NA	NA
CalPERS "CLASSIC" SAFETY MEMBERS	FIRE MANAGERS HIRED PRIOR TO 12/22/2012: 3% @ 50 Employer Rate: 36.979% Member Rate: 9% Employees pay 9% Member Rate (pre-tax). HIRED AFTER 12/22/2012: 3% @ 55 Employer Rate: 36.979% Member Rate: 9% Employees pay 9% Member Rate (pre-tax). POLICE MANAGERS HIRED PRIOR TO 7/7/2012: 3% @ 50 Employer Rate: 27.849% Member Rate: 9% Employees pay 9% Member Rate (pre-tax). HIRED AFTER 7/7/2012: 3% @ 55 Employer Rate: 21.367% Member Rate: 9% Employees pay 9% Member Rate	NA	NA	HIRED PRIOR TO 7/7/2012: 3% @ 50 Employer Rate: 27.849% Member Rate: 9% Employees pay 9% Member Rate (pre-tax). HIRED AFTER 7/7/2012: 3% @ 55 Employer Rate: 21.367% Member Rate: 9% Employees pay 9% Member Rate (pre-tax).	HIRED PRIOR TO 12/22/2012: 3% @ 50 Employer Rate: 36.979% Member Rate: 9% Employees pay 9% Member Rate (pre-tax). HIRED AFTER 12/22/2012: 3% @ 55 Employer Rate: 36.979% Member Rate: 9% Employees pay 9% Member Rate (pre-tax).

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CalPERS "NEW" SAFETY MEMBERS (PEPRA)	FIRE MANAGERS 2.7% @ 57 Employer Rate: 36.979% Member Rate: 10.5% Employees pay 10.5% Member Rate (pre-tax). POLICE MANAGERS 2.7% @ 57 Employer Rate: 11.5% Member Rate: 11.5% Employees pay 11.5% Member Rate (pre-tax).	NA	NA	2.7% @ 57 Employer Rate: 11.5% Member Rate: 11.5% Employees pay 9% towards Member Rate (pre-tax).	2.7% @ 57 Employer Rate: 36.979% Member Rate: 10.5% Employees pay 9% towards Member Rate (pre-tax).
DEFERRED COMPENSATION ICMA 457 CalPERS 457	Available for employee contribution - no City contribution.	Available for employee contribution - no City contribution.	Available for employee contribution - no City contribution.	Available for employee contribution - no City contribution.	Available for employee contribution - no City contribution.
401a PLAN ICMA	Management employees only - irrevocably elect participation at time of hire (5%, 10% or 15% of pay).	Irrevocably elect participation at time of hire (5%, 10% or 15% of pay).	NA	NA	NA

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RETIREE MEDICAL Retirees may enroll in City HMO or PPO plan(s), or receive reimbursement for other medical coverage (Medicare not reimbursable).	<p>HIRED PRIOR TO 1/1/2009: For each year of service with the City, 4% of monthly premium of lowest-cost HMO two-party rate. At 10 years of service, the formula accelerates as follows: 10 years = 75% 15 years = 80% 20 years = 90% 25 years = 100%</p> <p>HIRED AFTER 1/1/2009: For each year of service with the City, 4% of monthly premium of lowest-cost HMO single rate. At 10 years of service, the formula accelerates as follows: 10 years = 75% 15 years = 80% 20 years = 90% 25 years = 100% Benefits stop at age 65.</p> <p>DISABILITY RETIREMENT: City contribution towards medical premium outlined in Management Comp Plan.</p>	<p>HIRED PRIOR TO 1/1/2009: For each year of service with the City, 4% of monthly premium of lowest-cost HMO two-party rate. At 10 years of service, the formula accelerates as follows: 10 years = 75% 15 years = 80% 20 years = 90% 25 years = 100%</p> <p>HIRED AFTER 1/1/2009: For each year of service with the City, 4% of monthly premium of lowest-cost HMO single rate. At 10 years of service, the formula accelerates as follows: 10 years = 75% 15 years = 80% 20 years = 90% 25 years = 100% Benefits stop at age 65.</p> <p>DISABILITY RETIREMENT: City contribution towards medical premium outlined in Management Comp Plan.</p>	<p>HIRED PRIOR TO 6/1/2011: For each year of service with the City, 4% of monthly premium of lowest-cost HMO two-party rate.</p> <p>HIRED AFTER 6/1/2011: For each year of service with the City, 4% of monthly premium of lowest-cost HMO single rate. Benefits stop at age 65.</p> <p>DISABILITY RETIREMENT: City contribution towards medical premium outlined in MOU.</p>	<p>HIRED PRIOR TO 1/1/2009: For each year of service with the City, 4% of monthly premium of lowest-cost HMO two-party rate.</p> <p>HIRED BETWEEN 1/1/2009 AND 12/1/2012, WITH LESS THAN 20 YEARS OF SERVICE: For each year of service with the City, 4% of monthly premium of lowest-cost HMO single rate.</p> <p>HIRED BETWEEN 1/1/2009 AND 12/31/2011, WITH 20 OR MORE YEARS OF SERVICE: For each year of service with the City, 4% of monthly premium of lowest-cost HMO two-party rate.</p> <p>HIRED AFTER 1/1/2012: For each year of service with the City, 4% of monthly premium of lowest-cost HMO single rate. Benefits stop at age 65.</p> <p>DISABILITY RETIREMENT: City contribution towards medical premium outlined in MOU.</p>	<p>HIRED PRIOR TO 7/1/2012: For each year of service with the City, 4% of monthly premium of lowest-cost HMO two-party rate.</p> <p>HIRED AFTER 7/1/2012: For each year of service with the City, 4% of monthly premium of lowest-cost HMO single rate. Benefits stop at Medicare eligibility.</p> <p>DISABILITY RETIREMENT: City contribution towards medical premium outlined in MOU.</p>

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RETIREE HEALTH SAVINGS PLAN ICMA	Employees hired after 1/1/2009, who are in the 2nd Tier of Retiree Medical. Beginning at time of hire, employee contribution of \$25 (pre-tax) per month, and City contribution of \$75 per month. Employee has access to funds to use towards medical costs (including eligible dependents) at time of separation.	Employees hired after 1/1/2009, who are in the 2nd Tier of Retiree Medical. Beginning at time of hire, employee contribution of \$25 (pre-tax) per month, and City contribution of \$75 per month. Employee has access to funds to use towards medical costs (including eligible dependents) at time of separation.	Employees hired after 6/1/2011. Beginning at successful completion of probationary period, employee contribution of \$12 (pre-tax) per pay period, and City contribution of \$35 per pay period. Employee has access to funds to use towards medical costs (including eligible dependents) at time of separation.	Employees hired after 1/1/2012. Beginning at successful completion of probationary period, employee contribution of \$25 (pre-tax) per pay period, and City contribution of \$25 per pay period. Employee has access to funds to use towards medical costs (including eligible dependents) at time of separation.	Employees hired after 7/1/2012. Beginning at successful completion of probationary period, employee contribution of \$25 (pre-tax) per month, and City contribution of \$75 per month. Employee has access to funds to use towards medical costs (including eligible dependents) at time of separation.
VACATION	Accrual Schedule: 1-4 years = 10 days/year 5-9 years = 15 days/year 10-14 years = 20 days/year 15 years = 21 days/year 16 years = 22 days/year 17 years = 23 days/year 18 years = 24 days/year 19+ years = 25 days/year Vacation accrual capped at 400 hours. Employees may cash out up to 120 hours of vacation per year.	25 days/year Vacation accrual capped at 400 hours. Employees may cash out up to 120 hours of vacation per year.	Accrual Schedule: 1-4 years = 10 days/year 5-9 years = 15 days/year 10-14 years = 20 days/year 15 years = 21 days/year 16 years = 22 days/year 17 years = 23 days/year 18 years = 24 days/year 19+ years = 25 days/year Vacation accrual capped at 400 hours. Employees may cash out up to 120 hours of vacation per year.	Accrual Schedule: 1-4 years = 10 days/year 5-9 years = 15 days/year 10-14 years = 20 days/year 15 years = 21 days/year 16 years = 22 days/year 17 years = 23 days/year 18 years = 24 days/year 19+ years = 25 days/year Vacation accrual capped at 400 hours. Employees may cash out up to 120 hours of vacation per year.	56-HOUR WORKWEEK EMPLOYEES: Accrual Schedule: 1-4 years = 12 hours/month 5-11 years = 16 hours/month 12-14 years = 20 hours/month 15-16 years = 22 hours/month 17+ years = 24 hours/month 40-HOUR WORKWEEK EMPLOYEES: Accrual Schedule: 1-4 years = 8.57 hours/month 5-11 years = 11.43 hours/month 12-14 years = 14.29 hours/month 15-16 years = 15.71 hours/month 17+ years = 17.14 hours/month Vacation accrual capped at 432 hours.
PAID HOLIDAYS/ HOLIDAY-IN-LIEU	11 Observed 56-hour workweek Battalion Chiefs receive 7.5% Holiday-In-Lieu Pay.	11 Observed	11 Observed Police Dispatchers & Police Dispatch Supervisors receive 7.5% Holiday-In-Lieu Pay.	7.5% Holiday-In-Lieu Pay	56-HOUR WORKWEEK EMPLOYEES: 7.5% Holiday-In-Lieu Pay 40-HOUR WORKWEEK EMPLOYEES: 11 Observed

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FLOATING HOLIDAYS	MANAGEMENT: 7 days (except employees who receive Holiday-In-Lieu Pay) CONFIDENTIAL: 4 days	7 days	2013: 7 days, plus 3.5 hours. 2014: 32 hours Police Dispatchers & Police Dispatch Supervisors: 2013: 7 days, plus 3.5 hours of PTO. 2014: 32 hours of PTO	NA	40-HOUR WORKWEEK EMPLOYEES: 24 hours
SICK LEAVE	FT - 8 hours/month PT 75% - 6 hours/month PT 50% - 4 hours/month Accrual capped at 1,440 hours, but employees may accrue beyond the cap solely for use towards PERS Sick Leave Conversion benefit. In lieu of PERS credit for unused sick leave, employees may convert unused sick leave towards additional years of service for use towards Retiree Medical Benefit.	8 hours/month Accrual capped at 1,440 hours, but employees may accrue beyond the cap solely for use towards PERS Sick Leave Conversion benefit. In lieu of PERS credit for unused sick leave, employees may convert unused sick leave towards additional years of service for use towards Retiree Medical Benefit.	FT - 8 hours/month PT 75% - 6 hours/month PT 50% - 4 hours/month Accrual capped at 1,440 hours, but employees may accrue beyond the cap solely for use towards PERS Sick Leave Conversion benefit.	8 hours/month Accrual capped at 1,440 hours, but employees may accrue beyond the cap solely for use towards PERS Sick Leave Conversion benefit.	56-HOUR WORKWEEK EMPLOYEES: 11.2 hours/month Accrual capped at 2,912 hours. 40-HOUR WORKWEEK EMPLOYEES: 8 hours/month Accrual capped at 1,440 hours, but employees may accrue beyond the cap solely for use towards PERS Sick Leave Conversion benefit.
COMP TIME	CONFIDENTIAL GROUP ONLY Overtime work may be paid or received as compensatory time off. Comp Time accruals in excess of 50 hours shall be paid out. Other Comp Time accruals may be cashed out once per year.	NA	Overtime work may be paid or received as compensatory time off. Comp Time accruals in excess of 80 hours shall be paid out. Employees may cash out up to 80 hours of Comp Time per year.	Overtime work may be paid or received as compensatory time off. Comp Time accruals in excess of 125 hours shall be paid out. Other Comp Time accruals may be cashed out twice per year.	40-HOUR WORKWEEK EMPLOYEES ONLY Overtime work may be paid or received as compensatory time off. Comp Time accruals beyond 120 hours shall be paid out. Other Comp Time accruals may be cashed out twice per year.

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ADMIN LEAVE	<p>MANAGEMENT GROUP ONLY</p> <p>56 hours granted in January of each year. Up to 3 additional days may be granted by City Manager per calendar year. Employees may cash out full balance twice per year. Remaining balance automatically paid out at the end of each year.</p> <p>Fire Chief, Deputy Fire Chief, Battalion Chief and Fire Marshall receive 80 hours per year.</p>	10 days per year.	NA	NA	NA
BEREAVEMENT LEAVE	5 days paid Bereavement Leave for spouse, children, parents, brothers, sisters, grandparents or other individual whose relationship to the employee is that of a dependent.	5 days paid Bereavement Leave for spouse, children, parents, brothers, sisters, grandparents or other individual whose relationship to the employee is that of a dependent.	5 days paid Bereavement Leave for relationships listed in Section 14.8 of the MOU. Employees may use other paid leaves, including Sick, to extend bereavement leave, subject to approval from Department.	2 days paid Bereavement Leave for relationships listed in Section 12.3 of the MOU. Employees may take up to 3 days of accrued Sick Leave at the discretion of the Chief.	48 hours of paid Bereavement Leave for fire suppression personnel and 40 hours for 40 hour workweek personnel, for relationships listed in Section 15.8 of the MOU. Employees may use other paid leaves, including Sick, to extend bereavement leave, subject to approval of the Fire Chief.
AUTO/AUTO ALLOWANCE	<p>Auto: Fire Chief, Police Chief, Fire Command Staff</p> <p>Allowance of \$200/month: Management positions listed in the Management Comp Plan</p>	\$400/month	NA	NA	NA

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UNIFORM ALLOWANCE	FIRE MANAGERS: \$650/year POLICE MANAGERS: 3/1/2013 - \$1,350/year 3/1/2014 - \$1,500/year	NA	Senior Animal Services Officer, Animal Services Officer and Community Services Officer: \$600/year Property and Evidence Technician, Police Dispatcher, Police Dispatch Supervisor and Fire administrative staff: \$500/year	3/1/2013 - \$1,350/year 3/1/2014 - \$1,500/year	Suppression personnel: \$650/year Fire Inspectors and Hazardous Material Inspectors: \$800/year
TUITION & BOOK REIMBURSEMENT Tuition reimbursement based on Cal State East Bay University schedule of fees. Courses must be completed with a "C" grade or better.	Annual maximum tuition reimbursement is the total tuition levied by CA State East Bay for the year, beginning Fall Quarter. Book reimbursement \$300 per fiscal year.	NA	Annual maximum tuition reimbursement is the total levied by CA State East Bay for the year, beginning Fall Quarter, of: Univ. Fee, IRA Fee, Student Body Fee, Fac Fee, U Union Fee, Health Fee. Book Reimbursement \$300 per fiscal year. Part-time employees receive prorated amounts of the above rates, at: PT .75 - 75% PT 5 - 50%	Annual maximum tuition reimbursement is the total levied by CA State East Bay for the year, beginning Fall Quarter, of: Univ. Fee, IRA Fee, Student Body Fee, Fac Fee, U Union Fee, Health Fee, ID Fee. Book Reimbursement \$300 per fiscal year.	Annual maximum tuition reimbursement is the total levied by CA State East Bay for the year, beginning Fall Quarter, of: Univ. Fee, IRA Fee, Student Body Fee, Fac Fee, U Union Fee, Health Fee, ID Fee.
EDUCATIONAL INCENTIVE	CONFIDENTIAL GROUP ONLY Must reach 100% of Control Point to be eligible, and degree must be beyond that required by employee's classification. AA Degree - 2.5% BA/BS Degree - 5%	NA	Must reach step E of salary range and earn degree while employed by the City. Should employee be promoted to position requiring the degree, Education Incentive shall cease. AA Degree - 2.5% BA/BS/MA/MS Degree - 5%	Must reach step E of salary range. Police Officers: AA Degree - 2.5% BA/BS/MA/MS - 5% Police Sergeants: BA/BS/MA/MS - 5%	Prior Livermore Employees: Grandfathered per section 21.1 of the MOU. Prior Pleasanton Employees: Grandfathered per section 21.2 of the MOU. New LPFD Employees (eff. 8/1/09): Outlined per section 21.3 of the MOU.
STANDBY ON-CALL PAY	NA	NA	20 hours of pay for each 7 day period spent on standby.	Assigned at a minimum of 8 hours. Employees receive 15% of their hourly base rate of pay for each hour spent on call.	NA

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ACTING/TEMPORARY ASSIGNMENT PAY	Temporary Assignment: Up to 10% above hourly wage.	NA	Temporary Assignment: Employees may be assigned to a higher classification, not to exceed 90 days. Employees receive 5% to 10% fo their hourly wage. Assignments must be a minimum of 5 working days to receive pay.	Acting Pay: Must meet minimum qualifications of the Acting position. Compensation at the pay rate for the position filled. Acting Lieutenant Pay: For acting assignments for a minimum of 7 calendar days, Police Sergeants receive 5% of <u>regular hourly rate of pay</u>	Acting Engineer/Officer: For employees who have passed promotional exam and are on an active eligible list, pay will be the same as if the employee had been promoted. Acting Fire Marshal: 5% of base hourly wage.
DIFFERENTIAL PAY	FIRE MANAGERS ONLY <u>Shift Differential:</u> Deputy Chiefs assigned to 40-hour workweek receive 2% of Control Point. Battalion Chiefs assigned to 56-hour workweek receive 7.5% of Control Point. <u>Training Premium Pay:</u> Battalion Chiefs assigned to a 40-hour workweek receive 15% of Control Point. <u>Strike Team Differential:</u> Battalion Chiefs receive 24-hour overtime rate when assigned to reimbursable incident, or when providing coverage to someone so assigned.	NA	NA	NA	NA
COURT TIME	NA	NA	NA	For court or DMV hearings: Local: 4 hour minimim paid at time and a half. Non-Local: 5 hour minimum <u>paid at time and a half.</u>	Local: 3 hour minimum paid at the 8-hour overtime rate. Non-Local: 4 hour minimum paid at the 8-hour overtime rate.

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CANINE RESPONSIBILITY PAY	NA	NA	NA	Officers assigned canine responsibilities shall receive 8 hours of pay per pay period, paid at time and a half the straight time hourly rate of pay, inclusive of education pay.	NA
POST PAY	NA	NA	NA	Effective July 2013: Intermediate POST + 3 years of service = 5% of base pay Advanced POST + 5 years of service = 7% of base pay	NA
FIELD TRAINING OFFICER PAY	NA	NA	NA	5% of regular monthly pay for each month in which at least 40 hours is spent in training. If less than 40 hours is spent, Officer receives 5% of regular hourly rate for each hour spent training. Motorcycle training officers engaged in 40 hours of training in a month shall receive FTO pay.	NA
EMT PAY	NA	NA	NA	NA	Effective 8/1/07 - 2.5% rolled into base pay.
PARAMEDIC PAY	NA	NA	NA	NA	8% of base pay.